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27 FEB 1958

10 MAR 1958

10-1616

MEMORANDUM FOR: Director of Central Intelligence

SUBJECT: Pay for Supergrade Medical Officers

This memorandum contains a recommendation for approval of the Director of Central Intelligence. Such recommendation is contained in paragraph 5.

1. PROBLEM:

To provide equitable compensation for CIA supergrade Medical Officers consistent with salaries paid elsewhere in the Federal Government.

2. FACTS:

- a. CIA supergrade Medical Officers are classified in GS grades and, for GS-16 and GS-17, initially receive the beginning rates of these grades; subsequent in-grade salary increases are dependent upon the completion of prescribed time periods.
- b. Most Federal Medical Officers are paid under compensation systems other than the GS grades used by CIA. Medical Officer positions equivalent to the supergrade GS levels in the Army, Navy, Air Force, and the U. S. Public Health Service provide for compensation (including allowances) considerably higher than the GS grade pay schedules. (Tab A)
- c. The Medical Officer pay schedule established by Congress for doctors (civilian) of the Veterans Administration provide higher pay at levels which correspond to the GS supergrade levels followed by CIA. (Tab B)
- d. Other than the CIA's supergrade Medical Officers paid under the GS system, there are only nine such positions throughout the Federal Government. (Tab C)

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**SUBJECT: Pay for Supergrade Technical Officers**

**3. INFORMATION:**

- a. The Civil Service Commission recently raised the minimum pay of Physical scientists and professional engineers, in grades GS-16 through GS-17, to the top step of the grade. The Commission previously took similar action for Technical Officers GS-11 through GS-15. No action was taken by the Commission in behalf of supergrade Technical Officers GS-16 and GS-17 since the department and agencies concerned (the C) did not request such action.
- b. CIA supergrade Technical Officer positions which would be affected by approval of policy to raise minimum pay levels are: one GS-17 in the National Staff, one GS-16 in the Office of Scientific Intelligence, and two potential GS-15's in the National Staff.
- c. CIA supergrade: Issues as arise that recruitment and retention problems pertaining to Technical Officers are as acute as for Physical scientists and engineers; pursuant to Civil Service Commission action the compensation of persons in these two latter groups is now set at the top step of the grade.
- d. Although CIA policy generally adheres to the pay schedules established by the Civil Service Commission, distinctive agency requirements may be met by the Director's approval of such modification of the Commission's schedules as are deemed desirable in the Agency's interests.

**4. ACTION:**

To supergrade supergrade Technical Officers in CIA超級級, the same pay formula could be established for Technical Officers as already exists for Physical Scientists and Engineers.

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**SUMMARY Pay for Departmental Civilian Officers**

**3. RECOMMENDATION**

That the top pay step in GS-16 and GS-17 be approved as the minimum pay of National Officers assigned to these grades.

*151* Gordon M. Stewart

Gordon M. Stewart  
Director of Personnel

**APPENDIX**

A - GS levels for Army, Navy, Air Force, Public Health  
B - GS levels of Veterans Administration  
C - GS National Officer Positions in other Agencies

**COMMITTEE**

MAR 4 1958

Signed  
Gordon M. Stewart  
Deputy Director (Personnel)

*W 6 P6*  
*DDC1*

The recommendation in paragraph 3 is approved.

Signed  
10 MAR 1958

Gordon M. Stewart  
Director of Central Personnel

**Distribution:**

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A

~~Supergrade Levels of Army, Navy, Air Force, Public Health Service~~

Supergrade levels of these agencies are all commissioned. Salaries include base pay, quarters and subsistence allowances, and certain tax and retirement savings. Ranks equivalent to GS supergrade levels and approximate beginning salaries are shown below.

<del>GS Equivalent</del>	<del>Rank</del>	<del>Salary</del>
GS-18	Lt. General	\$14,900
GS-17	Major General	15,810
GS-16	Brigadier General	15,000

The pay of each of these ranks is above the equivalent GS level.

B

Applicable Levels of Executive Administration

<u>Equivalent</u>	<u>POSITION</u>	<u>SALARY</u>	<u>Step</u> <u>Equivalent</u>
GS-14	Chief Medical Director	\$17,500	above GS-14
GS-15	Deputy Chief Medical Director	16,000	above GS-14
GS-17	Asst Chief Medical Director (not over 4)	14,500	equivalent to top of GS-17
GS-16	Chief of Division (not over 20)	13,250 14,500	3d step of GS-16 to above top of GS-17

C

~~Any Government Medical Officer, Dentist, Pharmacist, or Other Associate~~

~~DR. M~~

~~Medical Research Advisor, Office of the Surgeon General~~

~~Technical Director of Research and Development Board, Office  
of the Surgeon General~~

~~Deputy Chief, Chemical and Radiological Laboratories, Research  
and Engineering Bureau, Army Chemical Center, Maryland~~

~~Medical Director, Division of Medicine, Food and Drug Administration~~

~~Superintendent, St. Elizabeth's Hospital~~

~~DR. M~~

~~Director, Dental Office, Civil Defense Technical Advisory Services~~

~~Superintendent, Tellingor Municipal Hospital~~

~~Superintendent and Medical Director, New Dale Hospital~~

~~Assistant Superintendent, St. Elizabeth's Hospital~~